



# Carbon Reduction Plan

Company Name: Qualitas Consortium UK Ltd  
Company Registration Number: 09730277  
Published date: May 2025

**Commitment to Achieving Net Zero**

Qualitas Consortium is committed to achieving Net Zero emissions by 2040.

**Baseline & Current Emissions**

Baseline emissions are those measured prior to the introduction of any carbon reduction strategies and are therefore the reference point against which emissions reduction can be measured. The results from our current reporting year, 1<sup>st</sup> July 2023 to the 30<sup>th</sup> of June 2024\*, will act as our baseline for the emissions measured.

Baseline & Current Year: 2024	
Using the operational control approach, we have measured all categories required for PPN compliance, which includes scope 1, scope 2 and the following scope 3 categories: Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Commuting & WFH, and Downstream Transportation and Distribution. We have also optionally reported Fuel- and Energy-Related Activities emissions (for scope 1, scope 2 and upstream scope 3 activities) and Upstream Leased Assets emissions. Upstream Leased Assets includes the scope 1 and 2 emissions associated with our managed office space, as we do not have full control over the building or utilities, and the space is shared with many other businesses.	
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	None
Scope 2**	Market-based: None Location-based: None
Scope 3 (including categories listed above)	100.4 tCO <sub>2</sub> e
Total Emissions	Market-based: 100.4 tCO <sub>2</sub> e Location-based: 100.4 tCO <sub>2</sub> e

*\*Emissions were also measured from the 1st July 2022 to the 30th of June 2023. We have decided not to use this as our base year due to data availability. We were unable to provide all data for the measured activities, and so the results are not representative of actual operations.*



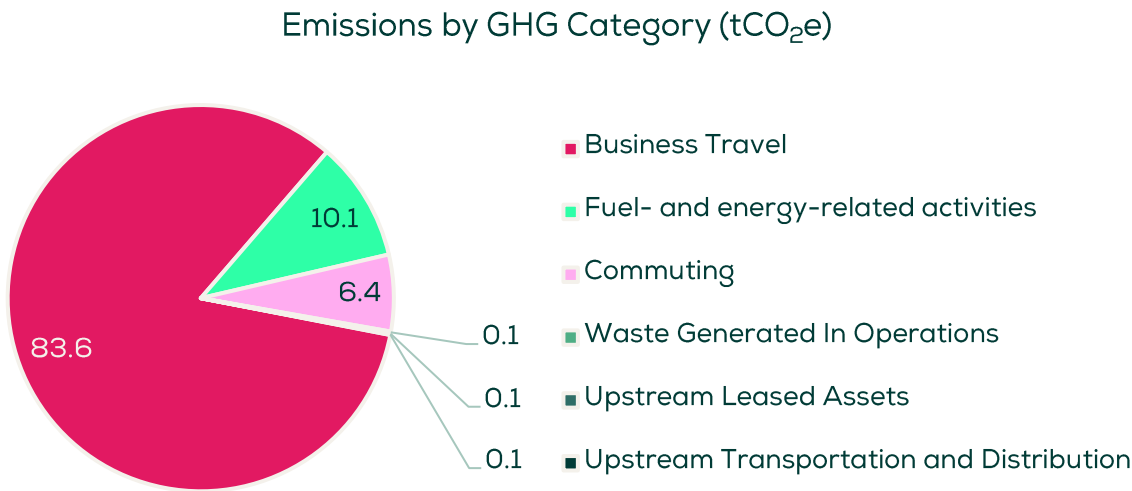
*\*\*Purchased electricity emissions are measured in two ways: the location-based method and the market-based method. The location-based method takes into account the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also takes into account the emissions intensity of the tariff and suppliers the reporting organisation has specifically chosen. The market-based method can therefore take into account purchases of renewable energy via a tariff. We have chosen to set targets and do final reporting using the market-based methodology.*

**Carbon Intensity Metrics**

Metric	Carbon Intensity
Tonnes of CO <sub>2</sub> e per FTE	7.8
Tonnes of CO <sub>2</sub> e per £m in Revenue	30.1

Based on total market-based emissions for the categories measured.

**Carbon Emissions by Category**



Of the measured categories, Business Travel was the largest contributing source of emissions at 83.6 tCO<sub>2</sub>e. This category includes emissions resulting from employee travel for work-related purposes, such as reimbursed mileage, flights, taxis, and hotel stays. The second largest category was Fuel- and Energy-Related Activities, contributing 10.1 tCO<sub>2</sub>e, which includes indirect emissions associated with the production and transmission of energy consumed by the organisation. The third highest contributor was commuting, accounting for 6.4 tCO<sub>2</sub>e, representing emissions from employees travelling to and from the workplace. The remaining categories, Waste Generated in Operations, Upstream Leased Assets, and Upstream Transportation and Distribution, each contributed 0.1 tCO<sub>2</sub>e, indicating relatively minor contributions to the overall emissions profile.



Emissions Reduction Targets

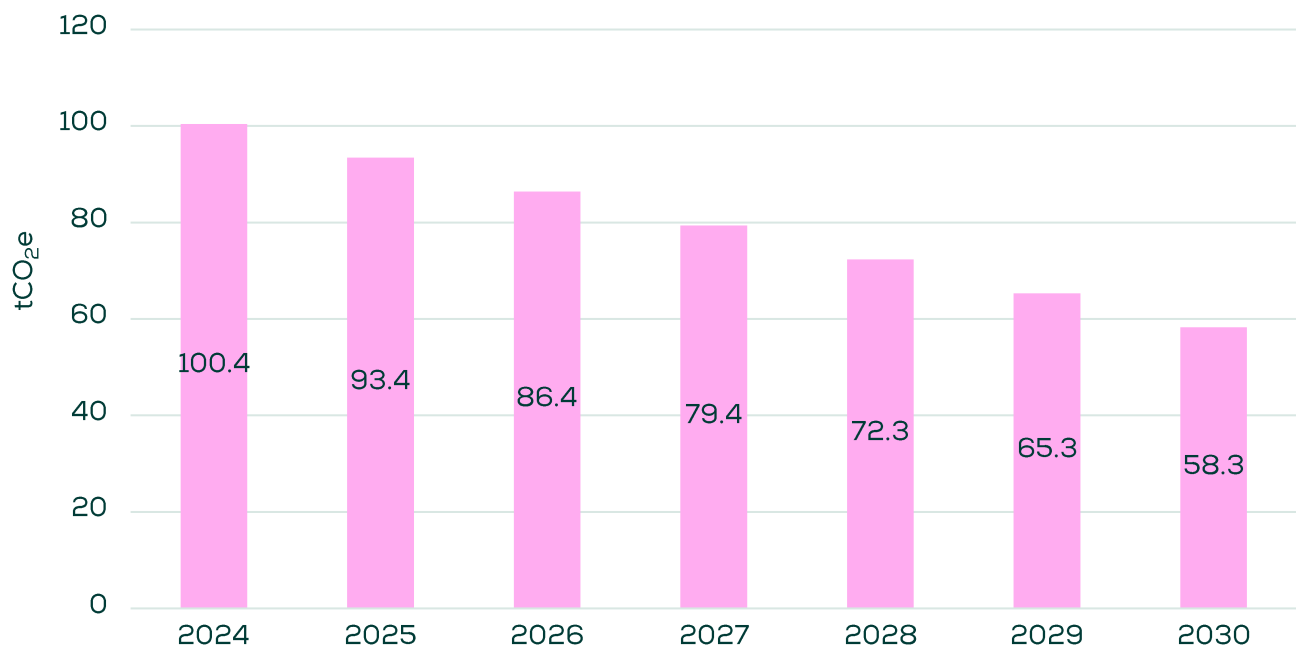
Qualitas Consortium is committed to achieving Net Zero by 2040.

As our business has grown since the first measurement period and continues to change, we are annually assessing our targets as recommended by the SBTi. We are currently working towards an absolute reduction of 90% by 2040, but we may need to switch to an intensity-based pathway depending on growth (which will involve aiming for a 97% reduction per economic or physical unit). Our current near-term targets are as follows:

- Maintain zero scope 1 emissions to 2030
- Maintain zero market-based scope 2 emissions to 2030
- Reduce our scope 3 emissions by 42% from our baseline year to 2030

To reach our scope 3 reduction target, we will need to reduce emissions by at least 7% year-on-year; this is an annual reduction of 7.0 tCO<sub>2</sub>e.

Scope 3 Reduction Targets to 2030



Progress

As our current reporting period is our current baseline period, we are currently unable to report progress against our targets.



### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since we first started to measure our emissions.

Activity	Completion Date	Scope
Measure carbon emissions and use results to create annual carbon reduction plans.	2022	1, 2 & 3
Establish a revised travel booking process that requires exceptional business travel to be approved by the senior leadership team, ensuring that each trip is necessary and aligned with the organisation's sustainability goals.	2023	3
<p>Implement a Sustainable Travel Policy aimed at reducing emissions from business travel. The policy includes key provisions such as:</p> <ul style="list-style-type: none"> <li>• Prioritising low-emission transport options, including public transit and active modes of travel (e.g., walking and cycling) whenever feasible.</li> <li>• De-emphasising cost as the primary consideration when selecting travel options, allowing environmental impact to play a more central role in decision-making.</li> <li>• Standardising mileage reimbursement rates, regardless of vehicle type, to remove the financial disincentive for employees who choose to drive electric vehicles (EVs), which are typically reimbursed at a lower rate than internal combustion engine (ICE) vehicles.</li> </ul>	2023	3
Our office is heated using a ground source heat pump, rather than a conventional natural gas system. As a result, the office generates zero Scope 1 emissions, since there is no on-site combustion of fossil fuels.	2023	3
All employees are required to complete the "What is Sustainability" training module annually via the Learning Management System (LMS) to reinforce awareness and understanding of key sustainability principles.	2023	3
Launch a Cycle to Work scheme to encourage low-carbon commuting by supporting employees in purchasing bicycles and cycling equipment through salary sacrifice or other incentive mechanisms.	2023	3



Develop an approved venue list for London, Birmingham, and Manchester, featuring locations that hold EcoSmart accreditation or equivalent sustainability credentials. This ensures that events and meetings are hosted in environmentally responsible venues aligned with the organisation's sustainability standards.	2024	3
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### Future Carbon Reduction Initiatives

To reduce our carbon emissions and start work towards our Net Zero targets, we will be looking to implement the following initiatives over the following year.

Activity No.	Activity	Target Date	Category
1	Measure the emissions from categories that have not been included in our inventory. This includes scope 3; purchased goods and services, capital goods, downstream leased assets, franchises, investments and downstream product categories. It is unlikely that we will have emissions to report in all of these categories, however, we expect our procurement emissions will be significant and will look to include them by the 2026 measurement at the latest.	2027	Unmeasured categories
2	Commit to improving business travel data quality year-on-year. We are currently measuring some of our business travel activity using spend-based data. There is currently not enough information submitted through the expenses system to always measure using activity data. To overcome this, we will a) need to enquire if there are additional fields we can require to be completed in Pleo and b) work with employees to ensure they are providing detailed data as often as possible.	2026	Business Travel
3	Whilst we have not yet started to measure our Purchased Goods & Services emissions, we know that we will need to work with sustainable suppliers if we are to meet our sustainability goals. Over the next year, we will review our current procurement processes and identify stages where we could embed sustainability considerations. We will be aiming to work with suppliers who measure emissions, have set targets and have committed to carbon reduction activities. We may consider	2026	Purchased Goods & Services (currently unmeasured)



	creating an approved suppliers process that includes these elements, as well as other things that are important to us as a business.		
4	In preparation for our Capital Goods measurement, we will review our asset register and ensure we are collecting the information required to use widely available Product Carbon Footprint (PCF) data for our purchases (which will likely mainly include IT). The asset list will need to include the date of purchase, make, model and any other specifications that could differentiate between assets of the same make and model.	2026	Capital Goods (currently unmeasured)
5	Continue to assess the suitability of low emissions commuting and homeworking schemes such as EV salary sacrifice, home renewable energy project salary sacrifice, subsidised public transport, etc.	2027	Commuting & WFH
6	We will run a 'lunch and learn' or similar, focused on home renewable energy tariffs. In this year's Commuting & WFH survey, we found that a large portion of employees were unsure whether they were on a renewable energy tariff or not. Sharing information about how to check and how to switch, as well as potentially considering an incentive, would reduce our homeworking emissions.	2027	Homeworking
7	We will build a target or objective relating to sustainability into each employee's personal development plan (or similar).	2026	All scopes and categories
8	We will discuss sustainability in all employee and associate job advertisements.	2026	All scopes and categories
9	We will try to collect some more information from our landlord surrounding energy use, water use and waste production, so that we can start to measure emissions using actual data. Currently, we are estimating emissions using the number of office days, but this means that any changes to energy use, water use or waste production will not be reflected in the footprint. We will use Positive Planet's Service Office Template to do this.	2027	Upstream Leased Assets, Waste Generated in Operations



### Declaration and Sign-off

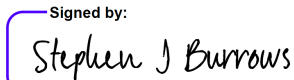
This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

### Signed on behalf of Qualitas Consortium:

Signed by:  
  
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Name: Stephen J Burrows  
Position: Director and CEO  
Date: 18 June 2025 | 10:48 BST

<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> [www.gov.uk/government/collections/government-conversion-factors-for-company-reporting](https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)

<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>